

BEFORE THE HUMAN RIGHTS COMMISSION  
OF THE STATE OF MONTANA

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CARRIE HARTLEY,	)	
	)	
Charging Party,	)	Cause No. 0041010715
	)	
vs.	)	<b>ORDER AFFIRMING</b>
	)	<b>NOTICE OF DISMISSAL</b>
	)	
WATKINS and SHEPARD TRUCKING,	)	
	)	
Respondent.	)	

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On or about May 1, 2004, the Human Rights Bureau issued a Final Investigative Report and corresponding Notice of Dismissal and Notice of Right to Sue in the above-captioned matter. Charging Party, Carrie Hartley, filed an objection with the Montana Human Rights Commission (Commission). Oral argument was not requested at the time of the initial filing. The Commission considered the matter on July 9, 2004.

In the Final Investigative Report (FIR), the Human Rights Bureau Investigator determined that a preponderance of the evidence did not support Carrie Hartley's assertion that she had been discriminated on the basis of gender and/or disability.

After careful and due consideration, the Commission concludes the findings of the Human Rights Bureau are supported by the record and, therefore, there was no abuse of discretion in the issuance of a Notice of Dismissal. *Admin. R. Mont. 24.9.1714(3)*

Charging Party will have 90 days after the receipt of this order to petition a district court in the district where the alleged violation occurred for the appropriate relief. *Mont. Code Ann. § 49-2-509(5) and Admin. R. Mont. 24.9.1714(5)* If Charging Party fails to commence a civil action within 90 days, the claim is time barred. *Id.*

IT IS HEREBY ORDERED, that Charging Party's objection is overruled. The Commission adopts the findings of the Human Rights Bureau and the notice of dismissal is affirmed.

Dated this \_\_\_\_\_ day of July 2004.

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Mr. Gary Hindoién, Chair  
Montana Human Rights Commission

## **CERTIFICATE OF SERVICE**

The undersign employee of the Human Rights Bureau certifies that a true copy of the forgoing Human Rights Commission ORDER was served on the following persons by U.S. mail, postage prepaid, on July \_\_\_\_ 2004.

CARRIE HARTLEY  
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Montana Human Rights Bureau